



STATE OF CONNECTICUT
DEPARTMENT OF EDUCATION



EMPLOYMENT OPPORTUNITY

**TURNAROUND OFFICE
CHIEF TURNAROUND OFFICER**

Open to: The Public

Location: 165 Capitol Avenue, Hartford, CT 06106

Hours: 8:00 a.m. – 5:00 p.m.

Job Posting #: #863 - 57990

Salary Range: \$128,503 - \$175,220

Closing Date: July 2, 2015

The Connecticut State Department of Education (CSDE) is currently recruiting for the position of Chief Turnaround Officer. The job classification for this role is Department of Education Chief of Educational Services.

The Connecticut State Department of Education (CSDE) is engaged in an ambitious set of educational initiatives to ensure that Connecticut students set a national standard for academic achievement and for closing achievement gaps. Applicants for this position should be passionate about educational equity, have high-expectations for all learners, and be committed to addressing some of the most significant obstacles standing in the way of every student having the opportunity to graduate high school ready to succeed in college and careers.

GENERAL STATEMENT OF DUTIES:

This is an exciting opportunity for a results-oriented leader to improve learning outcomes for children in the state's lowest performing schools and districts. The Chief Turnaround Officer will lead the team responsible for identifying, developing, and deploying a continuum of intervention, transformation, support and accountability strategies for local schools and districts. Leadership support, instructional strategies, community engagement, and school climate improvements are among the many interventions this leader will use to help local leaders and educators better serve their students' learning needs. The Chief Turnaround Officer will also oversee the Commissioner's Network and the execution of the state's Alliance District program. This leader will also manage staff and operations of the Bureau of School Improvement, the Charter Schools Office, and will develop and execute the state's education technology initiatives.

EXAMPLE OF DUTIES:

- Work with local school districts and communities to foster and strengthen a culture of high expectations for all students.

- Design and implement a continuum of interventions and turnaround strategies that will improve the performance of Connecticut's persistently low-performing schools and districts, accelerating the closure of achievement gaps.
- Oversee the continuous improvement of support strategies and develop partnerships that will be required to ensure that the Commissioner's Network has a dramatic positive impact on student learning in its schools.
- Refine protocols and systems for supporting transformation strategies and related investments required of the state's Alliance Districts.
- Ensure targeted schools have developed and effectively executed strategies to align standards, curriculum, ongoing assessment, and professional development in ways that help educators design successful interventions for all students.
- Identify best practice school management and school turnaround programs in Connecticut and around the country. Design programs to replicate these best practices and track and monitor district progress.
- Collaborate with the Performance Office to implement the state's school and district accountability system as described in the state's Elementary and Secondary Education Act (ESEA) flexibility request.
- Manage the Charter Schools Office to ensure schools are effectively serving the goal of improving student outcomes. Implement policies and systems of accountability to ensure the overall process yields a high performing, innovative, best-in-class set of schools. Improve system to identify and share best practices.
- Manage strategic technology initiatives to attract both proven and promising partners in the K-12 educational technology sector. Evaluate and implement strategies that prepare the state and its schools for the technology needs related to personalized learning.
- Oversee Connecticut's investment in educational technology, optimizing cost-effectiveness while increasing access to new and innovative educational programs, especially for underserved students.
- Work cross-departmentally with colleagues and partners to identify and implement best practices regarding key areas such as curriculum, instruction, leadership, professional development, data-driven analysis, school climate, school operations, talent, and community engagement.

MINIMUM QUALIFICATIONS REQUIRED

Knowledge, Skill and Ability:

Considerable knowledge of and ability to apply management principles and techniques; considerable knowledge of relevant state and federal laws, statutes and regulations; considerable knowledge of philosophy and methods of education with emphasis on educational administration and management; considerable knowledge of objectives and purposes of educational services and programs; considerable knowledge of public school administration; considerable oral and written communication skills; ability to plan, organize and direct work of large scale educational services; decision making ability; ability to

establish and maintain cooperative relationships with departmental professionals and administrators, administrative staff and higher education institutions, local school system, other state and federal agencies, businesses, industry and labor; administrative ability.

EXPERIENCE AND TRAINING:

General Experience:

An earned advanced degree and twelve (12) years of professional experience in the field of Education or in a related area.

Special Experience:

Two (2) years of the General Experience must have been in a managerial capacity in the oversight of the development or administration of an educational bureau, system, operation, school or service.

1. Managerial capacity is defined as full time managerial responsibility for a major program. Position will have supervisory responsibilities but the emphasis should be management activities defined as formulating program goals and objectives, developing and implementing program procedures, initiating program policies, developing and/or monitoring a budget.
2. For State Employees, the Special Experience is interpreted at the level of Education Bureau Chief.

Substitution Allowed:

1. A 092 certificate (Intermediate Administrator), or 093 certificate (Superintendent), or Sixth Year Diploma in Educational Leadership, or an Ed.D. (Doctorate in Educational Leadership) may be substituted for one (1) additional year of the General Experience.
2. An advanced degree and six (6) years of managerial experience in the oversight of the development or administration of an educational bureau, system, operation, school or service may substitute for the General Experience and the Special Experience.

Special Requirement:

May be required to possess an appropriate certificate issued by the State Board of Education.

Preferred Experience and Training:

- Experience with school turnaround models and strategies to advance talent, academic, climate, and operations.
- 15+ years of work experience with demonstrated success driving improved performance as an academic leader in a school, district, state agency or similar enterprise.
- Strong working knowledge of curriculum, instructional strategies, educator effectiveness, professional development, formative and summative assessment, and a track record of leveraging these tools to drive differentiated instruction and student achievement gains.
- The ability to select, develop and/or implement useful resources to drive improved educational outcomes.

- Demonstrated success as a manager in a school, district, state agency, or other enterprise with the ability to build and lead a team of several dozen professionals.
- Exceptional interpersonal skills, with demonstrated success navigating complex environments while building consensus and maintaining relationships.
- Entrepreneurial and collaborative mindset with a track record of execution in a time of growth and change.
- Experience managing change in large, complex environments with multiple stakeholders and a wide array of divergent points of view.
- The ability to manage multiple competing priorities, while consistently demonstrating sound judgment and disciplined thinking.
- Strong writing, communication, and presentation skills, with an ability to motivate and inspire a diverse set of stakeholders toward a common goal.

APPLICATION PROCEDURE:

Interested candidates should reference announcement #863, submit a letter of application and resume with details of experience and training, three pertinent and current professional letters of recommendation and an Application for Examination or Employment (CT-HR-12) which may be obtained from the Department of Education web site at <http://www.sde.ct.gov> to: **Debra Paradis, Principal Human Resources Specialist, 165 Capitol Avenue, Room G-16, Hartford, CT 06106-1630 Tel. # 860-713-6695. All required documents must be submitted by close of business on the closing date to be considered for interview.**

Please note: Applications will be accepted via U.S. mail or hand delivered only.

Closing date for applications: **July 2, 2015**

Anticipated date of employment: **Immediate Upon Selection**

The Connecticut State Department of Education is committed to a policy of equal opportunity/ affirmative action for all qualified persons. The Connecticut State Department of Education does not discriminate in any employment practice, education program, or educational activity on the basis of **race, color, religious creed, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning disability), genetic information, or any other basis prohibited by Connecticut state and/or federal nondiscrimination laws. The Connecticut State Department of Education does not unlawfully discriminate in employment and licensing against qualified persons with a prior criminal conviction.** Inquiries regarding the Connecticut State Department of Education's nondiscrimination policies should be directed to: Levy Gillespie, Equal Employment Opportunity Director/American with Disabilities Act Coordinator, Connecticut State Department of Education, 25 Industrial Park Road, Middletown, CT 06457, 860-807-2071, Levy.Gillespie@ct.gov.

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

**#863
6/11/15**